	<p style="text-align: center;"><b>PDPA Document</b></p> <p style="text-align: center;">Personal Data Privacy Notice for Employee</p>		
	<p>PDPA Employee</p>	<p>ID No PDPA 001-004 : Personal Data Privacy Notice for Employee</p>	<p>Effective Date: 30<sup>th</sup> December 2021</p>

## Personal Data Privacy Notice

### For Employee

#### Introduction


This Personal Data Privacy Notice announced on 30<sup>th</sup> December 2021

Siam Makro Public Company (Limited) (“Company”) would like you to acknowledge and understand this Personal Data Privacy Notice. This is because this Personal Data Privacy Notice explains how the Company treats your personal data such as the collection, storage, use, or disclosure of employees’ Personal Data, including the rights of the data subject, etc.

#### 1. Principles and Rationale

The Company is aware of the importance of protecting your privacy and personal information, which is the key fundamental right of the privacy right protected under the Constitution of the Kingdom of Thailand and Universal Declaration of Human Rights. Moreover, the Personal Data Protection Act B.E.2562 (2019) (“PDPA”) has been published in the Royal Gazette on 27 May 2019, the Company, therefore, announces this Personal Data Privacy Notice for Employee.


Nevertheless, the word “Personal Data” means any information relating to a person, which enables the identification of such person, whether directly or indirectly, but not including the information of the deceased persons in particular, and the word “person” means a natural person only.

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## 2. Purposes

The Company collects, uses, processes and/or discloses your Personal Data for the following purposes:

- Identify potential candidates, process and evaluate applications and make decisions for hiring as well as to conduct any necessary background check process
- Comply with employment contract and related laws and regulations
- Prepare and maintain employee database
- Recruit and select internal candidates within the Company and its affiliates
- Prepare and manage payroll and benefits, overtime payment, holiday payment and/or any payment according to other laws to employees
- Develop skills, capabilities and competencies of employees
- Analyze and manage employees' performance appraisal
- Collect data related to disciplinary action and complaint
- Prepare data for social security, group health insurance and group life insurance
- Prepare and manage bonus payment and other benefits reimbursement such as telephone expenses, travelling expenses, expenses for traveling to work offsite or aboard, etc.
- Confirm employment when required by any new employer, financial institution or credit card issuer, in case that employee requests the Company to do so
- To use information for following up and investigating of misconduct or fraud and for security measure, to manage risks and undertake internal audit and administration of the Company, for example, internal and external audit procedures, IT maintenance process, etc.
- To undertake detection and investigation under legal procedures and other regulations, to comply with laws, and to report or disclose information to government

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authorities as required by laws or upon receiving an order or a writ of attachment from police officers, government authorities, courts, or other competent authorities, including to establish, comply or exercise the rights to legal claims or defend against the rights to legal claims


- To assign rights, duties and any benefits under an employment contract between you and the Company, for example, merger or employment transfer done in accordance with the laws.
- To hold activities that the Company arranges for employees, or provide services to employees within the Company, Group Company and outside company as per the benefits or welfare that the Company provides to employees.

### 3. Scope of Personal Data Privacy Notice

This Personal Data Privacy Notice covers job applicants, all types of employees as designated by the Company and relevant third persons (your family members, emergency contact persons, reference persons). In this regard, in the case where you will disclose Personal Data of any third persons to the Company, you will be required to obtain consent from such third parties before or at the time of disclosure (for the case that consent is required by law). The Company deems that you have received necessary consent from such third persons before the disclosure.

### 4. Legal Basis

The Company collects, uses, and/or discloses your Personal Data based on the following legal basis:

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1. Legal obligation basis
2. Contract basis (i.e. performance of a contract or taking steps at your request before entering into a contract)
3. Legitimate interest basis
4. Consent basis
5. Exceptions under section 26 of the PDPA (in the case of Sensitive Personal Data)

You can see detail of Personal Data collected, purposes and retention period of Personal Data categorized by legal basis in **Appendix A**

## 5. Methods of Personal Data Collection

The Company collects your Personal Data from the following sources;

1. Directly from you: application form and other relevant documents you directly send to the Company through the recruitment, hiring processes and throughout employment period. This includes relevant third persons (your family members, emergency contact persons, reference persons), which the Company uses this information to process and manage human resources related tasks, provides welfare which is beneficial to employees and/or contacts in emergency case
2. From other sources:
  - 2.1. Recruitment agency or any recruitment entities (If you apply through those agencies, please also visit their personal data privacy notice)
  - 2.2. Reference check from your former colleagues or employers
  - 2.3. Other background checks in accordance with laws and regulations

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The Company maintains your Personal Data collection as follows:

1. Maintain documents as records
  - 1.1. Store documents in cupboard with locks, which only authorized person can access
  - 1.2. Send documents in sealed boxes to the Document Company which has the secured documents storage and destruction system
2. Store in Human Resource Information System – HRIS which has server in Thailand including e-Learning Management System, Application Tracking System, Performance Management System and other Human Resource Service systems which have standard measures of data security system


## 6. Retention Period

The Company will keep your Personal Data including any related documents for the following time period:

1. For candidates, the Company will keep the Personal Data for not exceeding 1 year.
2. In case of hiring, the Company will keep and collect the Personal Data throughout hiring period. The Company will maintain Personal Data for 10 years after termination to support any potential future legal claims, according to section 193/30 of Thailand Civil and Commercial Code.

## 7. Disclosure of Personal Data

In order to perform according to the purposes of collecting, using and/or disclosing Personal Data, the Company may disclose/ transfer your Personal Data to

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1. Subsidiaries of Siam Makro Public Company Limited and affiliates within CP Group (Detailed list of company names is in **Appendix B**)
2. The third parties which engage in human resource management process to respect the confidentiality and security of your Personal Data and government administrations and regulators, such as IT service provider, Group health and Life insurance service providers, Travel insurance providers, auditors, Legal advisor, business card makers, document collector, Bank, Hospital and Clinic according to the welfare as specified by the Company, Training/Skill development company, Government entities, Department of Skill Development, The National Science and Technology Development Agency (NSTDA)

The Company will check and prevent those parties receiving employees' Personal Data from using the Personal Data beyond stated purposes and the Company will disclose only necessary Personal Data.

## 8. Contact us

The Company respects the rights and Personal Data protection of employees and the Company is aware that employees desire to have their Personal Data secured, when collected, used and/or disclosed according to the Company's stated purposes.

Moreover, the Company provides security measure as well as prevention of wrongful collection or use of your Personal Data by an unauthorized person. The Company as Data Controller has appointed Data Protection Officer in order to oversee and control the collection, use, or disclosure of Personal Data. Therefore, where you have any comments, suggestions, or inquiries regarding your Personal Data, please contact us at

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#### Data Controller

Siam Makro Public Company (Limited)

1468 Phatthanakan Road, Phatthanakan, Suan Luang, Bangkok 10250

Tel: +66 (0) 2067-8999 ext. 9207

Fax: +66 (0) 2067-9888

Email: PDPA-HR@siammakro.co.th

#### Data Protection Officer

Name – Surname: As Company Announcement


Tel: +66 (0) 2067-9799

Email: DPO@siammakro.co.th

## 9. Rights of the Data Subjects

As the data subject, you can exercise the following rights in accordance with the PDPA;

1. Rights to withdraw consents
2. Right to request access and obtain copy of the Personal Data
3. Right to Personal Data portability
4. Right to request for rectifying Personal Data to be accurate, up-to-date, complete, and not misleading

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5. Right to request the Data Controller to erase or destroy the Personal Data or anonymize such Personal Data
6. Right to restrict the use of Personal Data
7. Right to object the use of the Personal Data
8. Right to file a complaint


You can process your request to exercise the above right by:

- Fill in request form and identify yourself with ID card (No Copy of ID card is needed)
- Submit request to Data Protection Officer
- Data Protection Officer will response your request with accept or deny with reason within the reasonable time period. The Company may not be able to process all your requests if your requisition is against the Laws
- Process the accepted request

If the Company or our employee violates or does not comply with the PDPA, you can file a complaint to Personal Data Protection Committee in accordance with the Laws.

This Personal Data Privacy Notice is applicable to your current and future Personal Data that the Company collects, uses, or discloses. You agree that the Company can continue collecting, and using employee's Personal Data as per the previous purposes (if any), including Personal Data of the job applicants and employees that the Company may collect in the future according to this Personal Data Privacy Notice.



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I confirm that I have read and agree with terms and conditions of “Personal Data Privacy Notice” above.

Signature..... Data Subject

( ..... )


Date.....

Remark: The Company will review this “Personal Data Privacy Notice” periodically and will inform you if there are any significant changes via [pdpa-hr@siammkro.co.th](mailto:pdpa-hr@siammkro.co.th).

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## Appendix A

Collected Personal Data and Purposes of collection, use and/or disclosure of Personal Data are in accordance with the PDPA and related laws, which in some cases, there could be more than one legal basis, as set out below.


1. **Legal Obligation Basis** Section 24 (6)<sup>1</sup> it is necessary for compliance with a law to which the Data Controller is subjected.

Personal Data	Objectives	Time
Title, Name-Surname	To report and comply as required by Law or Government such as Employee Registration, Social Security Fund, Workmen Compensation Fund, Skill Development, Revenue Reports: Withholding Income Tax Return under Section 59 of the Revenue Code (P.N.D.1), Withholding Income Tax Return under Section 58 (2) of the	The Company will keep Personal Data including document related to particular employee throughout employment period. After termination, The Company will keep Personal Data for 10 years that may need to search for litigation purpose according to Section
National ID		
Gender		
Position		
Company name		
Social Security Number		
Birth date		
Age		
Permanent Address		
Current Address		

<sup>1</sup> Referred Section in this document means Section in the PDPA unless otherwise specified


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Effective Hire Date	Revenue Code (P.N.D. 1 Kor), Withholding Tax Certificate under Section 50 Bis of the Revenue Code (50 Tawi), Provident Fund Report, Housing Loan Report, Student Loan, Case Suspension, etc.	193/30 of the Civil and Commercial Code
Type of Employment		
Earnings and other incomes		
Effective termination date		
Employee ID		
Nationality		
IP Address, Cookies from the use of the Company's electronic devices, including desktop computer, laptop computer, tablet PC, mobile phone, etc.	To identify electronic footprint that may need to search for litigation purpose	

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2. **Contractual Basis** Section 24 (3) It is necessary for the performance of a contract to which the data subject is a party, or in order to take steps at the request of the data subject prior to entering into a contract

Personal Data	Objectives	Time
Title, Name-Surname	To identify person	The Company will keep Personal Data including document related to particular employee throughout employment period. After termination, the Company will keep Personal Data for 10 years that may need to search for litigation purpose according to Section 193/30 of the Civil and Commercial Code
Photo	To compare and identify each person	
National ID Card	To check and confirm Thai Nationality	
Social Security Card	To check and identify for foreigner	
Passport	To check and identify for foreigner	
House Registration	To check homeland in household registration	
Gender	To consider suitability of work	
Current Address	To check travel distance to the Office	
Telephone/Mobile number	For speedy contact	

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Personal Data	Objectives	Time
Company email	To be communication channel for send/receive information	
General Personal Data regarding health check before starting work and during employment period	To assess capability to work, risk to health and hygiene	
Education record	To consider suitability of work/position	
Past working Experience including employment certificate, salary and other incomes, and reason of leaving	To consider working experience in hiring, transferring, rotating or promoting	

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Personal Data	Objectives	Time
Training record, languages proficiency including certificates and licenses	To consider knowledge and ability in hiring, transferring, rotating or promoting,  To use in development of employee	The Company will keep Personal Data including document related to particular employee throughout employment period. After termination, the Company will keep Personal Data for 10 years that may need to search for litigation purpose according to Section 193/30 Civil and Commercial Code
Working Experience in current Company such as function name, Start date, Pass Probation date, Position, Transfer date	To consider knowledge, ability and working experience in hiring, transferring, rotating or promoting,  To use in development of employee	
Wages/ Salary and other incomes	To offer compensation package  To manage employee's compensations and benefits	

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Personal Data	Objectives	Time
<p>Salary account (Book bank number)</p>	<p>To transfer wages/ salary and other incomes to employee</p>	
<p>Benefits Eligibility and usage record</p>	<p>To offer benefits package To manage welfares and benefits of employee</p>	
<p>Performance appraisal including results, feedbacks, comments</p>	<p>To manage compensations such as merit increase, bonus payment, salary adjustment  To manage performance and develop succession planning  To consider transferring, rotating or promoting</p>	

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Personal Data	Objectives	Time
Date of resignation or employment termination	To process termination of employment  To develop succession planning  To manage compensation and benefits including provident fund	The Company will keep Personal Data including document related to particular employee throughout employment period. After termination, the Company will keep Personal Data for 10 years that may need to search for litigation purpose according to Section 193/30 of the Civil and Commercial Code
Retirement date	To develop succession planning  To manage compensation and benefits including provident fund	
GPS Location from the Company's vehicles	To track records in case of accident or vehicle lost	
Location that an employee travels to for work	To approve travelling expenses  To identify working location in and out of office	






PDPA Document


Personal Data Privacy Notice for Employee

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Personal Data	Objectives	Time
Time in and out	To manage salary calculation and payment	
Name- Surname of Parents	To contact in emergency case  To use for tax deduction	
Name- Surname of Spouse	To contact in emergency case  To use for tax deduction	
Profession and incomes of spouse	To use for tax deduction	
Name- Surname and age of children	To use for tax deduction  To manage benefits (particular position)	

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Personal Data	Objectives	Time
Name- Surname, age and address of beneficiary	To contact to receive benefits according to Terms & Conditions of Insurance Company conditions when employee died	The Company will keep Personal Data including document related to particular employee throughout employment period. After termination, the Company will keep Personal Data for 10 years that may need to search for litigation purpose according to Section 193/30 of the Civil and Commercial Code
Name- Surname of Reference	For reference in recruiting	
Name- Surname of emergency contact	To contact in emergency case	
Photo and VDO	To hold activities or human resource management within and outside the Company	

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3. **Legitimate Interest Basis** Section 24 (5) It is necessary for legitimate interests of the Data Controller or any other Persons or juristic persons other than the Data Controller, except where such interests are overridden by the fundamental rights of the data subject of his or her Personal Data


Personal Data	Objectives	Time
General Personal Data relating to checking of criminal record	To consider qualification for work and suitability of the work position, including for the benefits of working together	The Company will keep Personal Data including document related to particular employee throughout employment period. After termination, the Company will keep Personal Data for 10 years that may need to search for litigation purpose according to Section 193/30 of the Civil and Commercial Code

4. **Consent Basis** Section 19 The Data Controller shall not collect, use, or disclose Personal Data, unless the data subject has given consent prior to or at the time of such collection, use, or disclosure, except the case where it is permitted to do so by the provisions of this Act or any other laws.

A request for consent shall be explicitly made in a written statement, or via electronic means, unless it cannot be done by its nature.

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Personal Data	Objectives	Time
Religion	<p>To manage welfare and benefits including leave eligibility</p> <p>To assign suitable responsibility</p> <p>To manage suitable workplace and religious activities</p>	<p>The Company will keep Personal Data including document related to particular employee throughout employment period. After termination, the Company will keep Personal Data for 10 years that may need to search for litigation purpose according to Section 193/30 of the Civil and Commercial Code</p>
<p><b>Health Record</b></p> <ul style="list-style-type: none"> <li>- Health check before start working</li> <li>- Annual Health Check</li> <li>- Medical Certificate</li> <li>- Other Health Information such as Age, Weight, Height, Blood Type, Congenital disease, Drug Allergy or Food Allergy</li> </ul>	<p>To assess working capacity of the job applicant and employee</p> <p>To manage the Welfare benefits which including of health and health insurance</p>	
Criminal Record	To consider qualification for work and suitability of the work position, including for the benefits of working together	


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5. Exceptions under Section 26, including:

5.1 It is necessary for the establishment, compliance, exercise or defense of legal claims

5.2 Exceptions under Section 26 (5), including:

- (a) preventive medicine or occupational medicine, the assessment of working capacity of the employee, medical diagnosis, the provision of health or social care, medical treatment, the management of health or social care systems and services. In the event that it is not for compliance with the law, and such Personal Data is under the responsibility of the occupational or profession practitioner or person having the duty to keep such Personal Data as confidential under the law, it must be for compliance with the contract between the data subject and the medical practitioner.
- (b) employment protection, social security, national health security, social health welfare of the entitled person by law, the road accident victims protection, or social protection in which the collection of Personal Data is necessary for exercising the rights or carrying out the obligations of the Data Controller or the data subject, by providing the suitable measures to protect the fundamental rights and interest of the data subject


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## Appendix B

Group	Subsidiaries of Siam Makro Public Company Limited and affiliates within CP Group that can disclose personal data	
	Thai	English
เครื่องเจริญโภคภัณฑ์ (CP Group)	บริษัท เครื่องเจริญโภคภัณฑ์ จำกัด	Charoen Pokphand Group Co., Ltd.
	บริษัท พัฒนาผู้นำเครื่องเจริญโภคภัณฑ์ จำกัด	Leadership Development Charoen Pokphand Group Co., Ltd.
	บริษัท ซีพี บีแอนด์เอฟ (ไทยแลนด์) จำกัด	CP B&F (Thailand) Co., Ltd.
	บริษัท ซีพี แมตซ์ จำกัด	-
เจียไต๋ (Chia Tai)	บริษัท เจียไต๋ จำกัด	Chia Tai Co., Ltd.
	บริษัท อาคเนย์เกษตรกรรม จำกัด	South-East Agricultural Co., Ltd.
	บริษัท ชนม์เจริญฟาร์ม จำกัด	Choncharoen Farm Co., Ltd.
	บริษัท เจียไต๋เมล็ดพันธุ์ จำกัด	Chia Tai Seeds Co., Ltd.
	บริษัท ซีทีที เมล็ดพันธุ์ จำกัด	CTT Seed Co., Ltd.
	บริษัท เจียไต๋เทคโนโลยีการเพาะปลูก จำกัด	Chia Tai Cultivation Technology Co., Ltd.
	บริษัท เจียไต๋โปรดิวซ์ จำกัด	Chia Tai Produce Co., Ltd.
	บริษัท ซีที เฟรช จำกัด	CT Fresh Co., Ltd.
	บริษัท คีย์ อินโนเวชั่น จำกัด	Key Innovation Co., Ltd.
	บริษัท เฟรสโค อินเตอร์เนชั่นแนล จำกัด	Fresco International Co., Ltd.
บริษัท พริกสยาม จำกัด	Siam Chili Co., Ltd.	
เจริญโภคภัณฑ์ อาหาร	บริษัท เจริญโภคภัณฑ์อาหาร จำกัด (มหาชน)	Charoen Pokphand Food Public Co., Ltd.

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Group	Subsidiaries of Siam Makro Public Company Limited and affiliates within CP Group that can disclose personal data	
	Thai	English
(CPF)	บริษัท ซีพีเอฟ (ประเทศไทย) จำกัด (มหาชน)	CPF (Thailand) Public Co., Ltd.
	บริษัท ซีพีเอฟ เทรดดิ้ง จำกัด	CPF Trading Co., Ltd.
	บริษัท ซีพีเอฟ ไอทีเซ็นเตอร์ จำกัด	CPF IT Center Co., Ltd
	บริษัท ซีพีเอฟ เทรนนิ่งเซ็นเตอร์ จำกัด	CPF Training Center Co., Ltd.
ซีพี ออลล์ (CP ALL)	บริษัท ซีพี ออลล์ จำกัด (มหาชน)	CP ALL Public Co., Ltd.
	บริษัท ซีพี รีเทลลิงค์ จำกัด	CP Retailink Co., Ltd.
	บริษัท ซีพีแรม จำกัด	CP RAM Co., Ltd.
	บริษัท เอ็ม เอ เอ็ม ฮาร์ท จำกัด	MAM Heart Company Limited
	บริษัท ทเวนตีโฟร์ ช้อปปิง จำกัด	24 Shopping Company Limited
	บริษัท เคาน์เตอร์เซอร์วิส จำกัด	Counter Service Company Limited
	บริษัท โกซอฟท์ (ประเทศไทย) จำกัด	Gosoft (Thailand) Company Limited
	บริษัท ไทยสมาร์ทการ์ด จำกัด	Thai Smart Card Company Limited
	บริษัท ออลล์ นาว แมนเนจเม้นท์ จำกัด	All Now Management Company Limited
	บริษัท ไดนามิค ลอจิสติกส์ จำกัด	Dynamic Logistics Company Limited
	บริษัท ปัญญธारा จำกัด	Panyatara Company Limited
	บริษัท ออลล์ เทรนนิ่ง จำกัด	All Training Company Limited
	วิทยาลัยเทคโนโลยีปัญญาภิวัฒน์	Panyapiwat Technological College
สถาบันการจัดการปัญญาภิวัฒน์	Panyapiwat Institute of Management	

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Group	Subsidiaries of Siam Makro Public Company Limited and affiliates within CP Group that can disclose personal data	
	Thai	English
	โรงเรียนสาธิตสถาบันการจัดการปัญญาภิวัฒน์	Panyapiwat Institute of Management Demonstration School
	บริษัท ซีพี ฟู้ดแล็บ จำกัด	CP Food Lab Company Limited
	บริษัท ออลส์ นาว โลจิสติกส์ จำกัด	All Now Logistics Company Limited
	บริษัท ออลส์ เวลเนส จำกัด	All Wellness Company Limited
สยามแม็คโคร (Siam Makro)	บริษัท สยามแม็คโคร จำกัด (มหาชน)	Siam Makro Public Co., Ltd.
	บริษัท สยามฟู้ด ซอร์วิสเซส จำกัด	-
	บริษัท ไปรษณีย์ จำกัด	-
	บริษัท แม็คโคร อาร์โอเอช จำกัด	-
	-	Indoguna (Singapore) Pte Ltd.
	-	Indoguna Lordly Company Limited
	-	Just Meat Company Limited
	-	Indoguna Dubai LLC
	-	Maxzi The Good Food Restaurant & Café LLC
	-	Indoguna (Cambodia) Company Limited
	-	Indoguna Vina Food Service Company Limited
	-	ARO Company Limited
	-	ARO Commercial Company Limited
-	Makro (Guangzhou) Food Company Limited	



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Group	Subsidiaries of Siam Makro Public Company Limited and affiliates within CP Group that can disclose personal data	
	Thai	English
	-	Makro (Cambodia) Company Limited
	-	CP Wholesale India Private Limited
<b>ทรู กรุ๊ป</b> <b>(TRUE Group)</b>	บริษัท ทรู คอร์ปอเรชั่น จำกัด (มหาชน)	True Corporation Public Company Limited
	บริษัท ทรู มูฟ จำกัด	True Move Company Limited
	บริษัท ทรู ดิสทริบิวชั่น แอนด์ เซลส์ จำกัด	True Distribution and Sales Company Limited
	บริษัท เคเอสซี คอมเมอร์เชียล อินเทอร์เน็ต จำกัด	KSC Commercial Internet Company Limited
	บริษัท ทรูไลฟ์สไตล์รีเทล จำกัด	True LifeStyle Retail Company Limited
	บริษัท ทรูทัช จำกัด	True Touch Company Limited
	บริษัท ทรู มูฟ เอช ยูนิเวอร์แซล คอมมิวนิเคชั่น จำกัด	True Move H Universal Communication Co., Ltd.
	บริษัท บีเอฟเคที (ประเทศไทย) จำกัด	BFKT (Thailand) Limited
	บริษัท เบคเฮ้าส์ จำกัด	Bakehouse Co., Ltd.
	บริษัท จีซีบี (ประเทศไทย) จำกัด	GCB (Thailand) Limited
	บริษัท เรียล มูฟ จำกัด	Real Move Company Limited
	บริษัท ทรู ดิจิตอล พลัส จำกัด	True Digital Plus Company Limited
	บริษัท ทรู ลีสซิ่ง จำกัด	True Leasing Company Limited
	บริษัท ทรู พรอพเพอร์ตี้ส์ จำกัด	True Properties Company Limited
บริษัท ทรู อินเทอร์เน็ต คอร์ปอเรชั่น จำกัด	True Internet Corporation Company Limited	

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	Thai	English
	บริษัท ไวร์เลส แอนด์ ไวร์เลส จำกัด	Wire & Wireless Company Limited
	บริษัท เอเชีย ไวร์เลส คอมมิวนิเคชั่น จำกัด	Asia Wireless Communication Company Limited
	บริษัท ทู ดิจิทัล กรุ๊ป จำกัด	True Digital Group Company Limited
	บริษัท เทเลคอม แอสเซท แมเนจเม้นท์ จำกัด	Telecom Asset Management Company Limited
	บริษัท ทู แอกซิออน อินเตอร์แอคทีฟ จำกัด	True Axion Interactive Company Limited
	บริษัท ทู วอยซ์ จำกัด	True Voice Company Limited
	บริษัท ซีพี เมดิคัล เซ็นเตอร์ จำกัด	CP Medical Center Company Limited
	บริษัท ซีพี รีเสิร์ช แอนด์ ดีเวลลอปเม้นท์ เซ็นเตอร์ จำกัด	CP Research & Development Center Company Limited
	บริษัท ทู ดิจิทัล พาร์ค จำกัด	True Digital Park Company Limited
	บริษัท รถไฟความเร็วสูงสายตะวันออกเฉียงเหนือสามสนามบิน จำกัด	Eastern High-Speed Rail Linking Three Airports Company Limited
	บริษัท ทูสเปซ จำกัด	True Space Co., Ltd.
	บริษัท ทู สแควร์ จำกัด	True Square Co. ,Ltd.
	บริษัท วิซดอม แลนด์มาร์ก คอร์ปอเรชั่น จำกัด	Whizdom Landmark Corporation Limited
ทรู วิชั่นส์ กรุ๊ป (True Visions Group)	บริษัท ไทยนิวส์ เน็ตเวิร์ค (ทีเอ็นเอ็น) จำกัด	Thai News Network (Tnn) Company Limited
	บริษัท ทูโฟร์ยู สเตชัน จำกัด	True4U Station Company Limited
	บริษัท ทู ยูไนเต็ด ฟุตบอล คลับ จำกัด	True United Football Club Company Limited

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	Thai	English
	บริษัท ซีเนเพล็กซ์ จำกัด	Cineplex Company Limited
	บริษัท ทู วิชั่นส์ เคเบิล จำกัด (มหาชน)	True Visions Cable Public Company Limited
	บริษัท ทู มีเดีย โซลูชันส์ จำกัด	True Media Solutions Company
	บริษัท เอสเอ็ม ทู จำกัด	Sm True Company Limited
	บริษัท ทู วิชั่นส์ กรุ๊ป จำกัด	True Visions Group Company Limited
	บริษัท แพนเทอร์ เอ็นเตอร์เทนเมนท์ จำกัด	Panther Entertainment Company Limited
	บริษัท ทู ซีเจ ครีเอชัน จำกัด	True CJ Creations Company Limited
แอสเซนด กรุ๊ป (Ascend Group)	บริษัท ทู อินฟอร์เมชัน เทคโนโลยี จำกัด	True Information Technology Company Limited
	บริษัท ทู อีโลจิสติกส์ จำกัด	True E-Logistics Company Limited
	บริษัท ทู อินเทอร์เน็ต ดาต้า เซ็นเตอร์ จำกัด	True Internet Data Center Company Limited
	บริษัท ทู มัณนี จำกัด	True Money Company Limited
	บริษัท แอสเซนด กรุ๊ป จำกัด	Ascend Group Company Limited
	บริษัท แอสเซนด มัณนี จำกัด	Ascend Money Company Limited
	บริษัท แอสเซนด คอมเมิร์ซ จำกัด	Ascend Commerce Company Limited
	บริษัท แอสเซนด นาโน จำกัด	Ascend Nano Company Limited
	บริษัท เอเดน ฟูลฟิลเมนต์ จำกัด	Aden Fulfillment Company Limited
	บริษัท เอ้ก ดิจิทัล จำกัด	Egg Digital Company Limited
	บริษัท พันธวนิช จำกัด	Pantavanij Company Limited
	บริษัท แอสเซนด ฟู้ด จำกัด	Ascend Food Co., Ltd.

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	Thai	English
	บริษัท แอสเซนด์ แทรเวล จำกัด	Ascend Travel Company Limited
<b>ฟรีวิลล์ โซลูชันส์ (Freewill Solutions)</b>	บริษัท ฟรีวิลล์ โซลูชันส์ จำกัด	Freewill Solutions Co., Ltd.
<b>พืชครบวงจร (Crop Integration Business Group)</b>	บริษัท เจริญโภคภัณฑ์วิศวกรรม จำกัด	Charoen Pokphand Engineering Co., Ltd.
	บริษัท เจริญโภคภัณฑ์การเกษตร จำกัด	Charoen Pokphand Agriculture Co., Ltd.
	บริษัท เจริญโภคภัณฑ์เมล็ดพันธุ์ จำกัด	Charoen Pokphand Seeds Co., Ltd.
	บริษัท เจริญโภคภัณฑ์พัฒนาการเกษตร จำกัด	Charoen Pokphand Agricultural Development Co., Ltd.
	บริษัท ซี.พี. สตาร์เลนส์ จำกัด	C.P. Starlanes Co., Ltd.
<b>การค้าระหว่างประเทศ และพืชครบวงจร (ข้าวโพด) (CPTG&amp;CROP (Maize))</b>	บริษัท ซี.พี. อินเตอร์เทรด จำกัด	C.P. Intertrade Co., Ltd.
	บริษัท ข้าว ซี.พี. จำกัด	Khao C.P. Co., Ltd.
	ซี.พี. ฟู้ด สโตร์	C.P. Food Store Co., Ltd.
	ไดนามิค ทรานสปอร์ต	Dynamic Transport
	ไดนามิค อินเตอร์	Dynamic Inter
	แอดวานซ์ ทรานสปอร์ต	Advance Transport
	ซี แอนด์ เอฟ	C and F
<b>เจริญโภคภัณฑ์โปรดั๊วส์ (CPP)</b>	บริษัท เจริญโภคภัณฑ์โปรดั๊วส์ จำกัด	Charoen Pokphand Produce Co., Ltd.

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การค้าวัตถุดิบ อาหารสัตว์ (FIT)	บริษัท กรุงเทพโปรดิวส์ จำกัด (มหาชน)	Bangkok Produce Merchandising Public Co., Ltd.
อาหารสัตว์เลี้ยง (PCG)	บริษัท เพอร์เฟค คอมพานีเยน กรุ๊ป จำกัด	Perfect Companion Group Co., Ltd.
บรรจุภัณฑ์ (Packaging Business Group)	บริษัท ซีพีพีซี จำกัด (มหาชน)	CPPC Public Co., Ltd.
	บริษัท ซี.พี. สหอุตสาหกรรม จำกัด	C.P. Poly-Industry Co., Ltd.
	บริษัท ซี.พี. อุตสาหกรรมบรรจุ ภัณฑ์ จำกัด	C.P. Packaging Industry Co., Ltd.
	บริษัท แอดวานซ์ ไพพ์ จำกัด	Advanced Pipe Co., Ltd.
	บริษัท ซี.เอ.ปิโตรเคมี จำกัด	C.A. Petrochemical Co., Ltd.
	-	C.P. Packaging (Vietnam) Industry Co., Ltd.
	-	CPPC Marketing Inc.
	-	CPPC Outdoor Wear (Vietnam) Co., Ltd.
	-	CPPC Outdoor Wear (Cambodia) Co., Ltd.
	-	Ningbo Beston Plastics Co., Ltd.
-	Beston Action Utility Wear (Lianyungang) Co., Ltd.	
อสังหาริมทรัพย์ (CP Land)	บริษัท ซี.พี. แลนด์ จำกัด (มหาชน)	C.P. Land Public Co., Ltd.
สยามแลนด์ฟลาย อิง (Siam Land Flying)	บริษัท สยามแลนด์ ฟลายอิง จำกัด	Siam Land Flying Co., Ltd.

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	Thai	English
อื่น ๆ (Others)	บริษัท เอโค คอร์ปอเรชั่น จำกัด	Eko Corporation Co., Ltd.